Mr. Brin

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# MINUTES

# OF THE

# MEETING OF THE EXECUTIVE COMMITTEE

# OF THE

# WORLD COUNCIL OF CHURCHES

August 18, 1973

Meeting held in Geneva, Switzerland

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WORLD COUNCIL OF CHURCHES

EXECUTIVE COMMITTEE MEETING - Geneva, Switzerland

August 18, 1973

PRESENT:

| | | |
|---|---|---|
| Honorary President: | Rev. Dr. W.A. Visser't Hooft | |
| Presidents: | Rt. Rev. Bishop Hanns Lilje | |
| | Rev. Dr. E.A. Payne | |
| Officers: | Dr. M.M. Thomas | (Chairman) |
| | Miss P.M. Webb | (Vice-Chairman) |
| | Dr. P.A. Potter | (General Secretary) |
| Members: | Rev. Dr. I.B. Bøkeleale | |
| | Mr. J.V. Faune | |
| | Mr. D.E. Johnson | |
| | Rev. J. Langhoff | |
| | Professor J.M. Lochman | |
| | Rt. Hon. Earl of March | |
| | Rev. Dr. R.J. Marshall | |
| | Bishop Dr. R.C. Nichols | |
| | His Eminence Metropolitan Nikodim | |
| | Rev. Dr. J. Rossel | |
| | Professor T. Sabev | |
| | Archbishop K. Sarkissian | |
| | General T.B. Simatupang | |
| | Dr. R. von Weizsäcker | |
| | Mrs. J. Wesonga | |
| Consultants: | His Eminence Metropolitan Emilianos | |
| | Archimandrite Kirill | |

Staff:

| | | |
|---|---|---|
| Executive - | Rev. P. Abrecht | Miss F. Maeda |
| | Rev. C. Barbey | Professor N. Nissiotis |
| | Dr. A. Brash | Mr. L.J. Niilus |
| | Mrs. M. Burton | Mr. F. Northam |
| | Dr. E. Castro | Dr. S. Samartha |
| | Rev. D. Gill | Rev. W. Simpfendörfer |
| | Dr. J. Hilke | Miss F. Smith |
| | Mr. C.I. Itty | Mr. J.P. Taylor |
| | Mr. G. Kux | Dr. L. Vischer |
| | Rev. A. Le Mone | Miss M. van Vredenburch |
| Minute Writer - | Miss V.G. Cant | |
| Interpreters - | Miss M. Cullot | |
| | Mrs. T. Evdokimoff | |
| | Mr. A. Nalpanis | |

APOLOGIES

| | |
|---|---|
| Presidents: | Dr. (Mrs.) K.T. Cho<br>His Holiness German<br>Dr. J. Coventry Smith<br>Rt. Rev. A.H. Zulu |
| Vice-Chairman: | His Eminence Metropolitan Meliton<br>(represented by Metropolitan Emilianos) |
| Member: | Pastor K. Gottschald |

## MEMBERSHIP OF SUB-COMMITTEES

### Staffing and Nomination Sub-Committee

Archbishop K. Sarkissian (Chairman)
Rev. Dr. I.B. Bokeleale
Mr. D.E. Johnson
Pastor J. Langhoff
His Eminence Nikodim
Rev. Dr. J. Rossel
Professor T. Sabev
General T.B. Simatupang
Miss P.M. Webb

### Finance Sub-Committee

Rt. Hon. Earl of March (Chairman)
Mr. J.V. Faune
Pastor K. Gottschald (absent)
Professor J.M. Lochman
Rev. Dr. R.J. Marshall
His Eminence Meliton (absent)
Bishop Dr. R.C. Nichols
Dr. R. von Weizsäcker
Mrs. J. Wesonga

### Priorities Sub-Committee

Bishop Dr. R.C. Nichols (Chairman)
Rev. Dr. I.B. Bokeleale
Mr. D.E. Johnson
Professor J.M. Lochman
Archbishop K. Sarkissian

ex-officio:

Rt. Hon. Earl of March (Chairman: Finance Sub-Committee
Dr. M.M. Thomas (Chairman, Central Committee)
Miss P.M. Webb (Vice-Chairman, Central Committee
Dr. P.A. Potter (General Secretary)

The meeting convened at 08.45 on Saturday, August 18 1973. Opening worship was led by the Chairman.

1. Roll Call

The General Secretary called the roll of those present, presenting apologies from Dr. (Mrs.) K.T. Cho, Dr. J. Coventry Smith, Rt. Rev. A.H. Zulu, His Eminence Metropolitan Meliton and Pastor K. Gottschald.

2. Membership of the Committee

The Chairman said that a request had been received that Metropolitan Emilianos, present as a Consultant, should represent His Eminence Metropolitan Meliton who was unable to attend the meeting. As 'substitutes' were specifically disallowed by the Rules of the Executive this representation would carry all the privileges of membership except the right to vote.

3. Minutes

The Minutes of the meeting held in Bangalore, India on January 14 - 28 1973, having been previously circulated were confirmed.

4. Report of the General Secretary

The General Secretary reported briefly on some of the issues that had occupied attention since the meeting of the Committee in Bangalore.

a) The Committee was already aware of the fact that the world financial crisis, with its effect on exchange rates, had made it necessary to transfer the present meeting of Central Committee from Helsinki to Geneva, with a considerable saving in expenditure. Other savings had been effected by (i) the renunciation by over 70% of the Executive staff of the current cost of living increase to which they were entitled; (ii) economies in running costs; (iii) the decision not to fill some of the existing vacant posts; and (iv) efforts, especially in the United States, to secure additional contributions.

b) Staff had worked hard on preparations for the Assembly and a substantial document would be before Central Committee. The estimated cost had risen considerably due to the financial crisis, and it now looked as though an additional $250,000 might be required over and above the previous estimate of $500,000 in order to make the Assembly viable.

c) Considerable interest had been shown by the secular and religious press and by the communications media in the celebration of the 25th Anniversary of the Council. Churches throughout the world would be using the Litany that had been prepared, and the Anniversary Service in

the Cathedral on Sunday, August 26, would be televised and transmitted by Eurovision.

d) Meetings of Unit Committees were now being held and reports on the work of the various sub-units would be before Central Committee. One report of particular interest concerned the investment of church funds, arising out of an important conference of bankers, economists and church financial officers under the auspices of CCPD.

e) At a meeting of the Joint Working Group held in Windsor in May there had been an open and frank discussion of present and future co-operation with the Roman Catholic Church. As a result of this there had been considerable clarification of areas in which continuing collaboration could fruitfully be pursued. Dr. Potter referred to certain difficulties in the field of relationships, a fuller report on which would be given by Dr. Vischer in his presentation to Central Committee. During a recent visit to Rome Dr. Potter had had the opportunity of a private conversation with the Pope which had been encouraging in its reference to a possible contribution by the World Council of Churches to the Synod of Bishops in 1974.

f) Significant visits to Geneva had been paid by Abba Eban of Israel; representatives from the Arab States; the Patriarch of Ethiopia; and the Minister for Cultural and Religious Affairs of Rumania. It was expected that the Patriarch of the Russian Orthodox Church would be visiting the Ecumenical Centre in the middle of September. During the period under review Dr. Potter had paid visits to the United States, the USSR and both East and West Germany, including attendance at the Kirchentag - a significant ecumenical occasion at which over 40% of the participants had been young people.

g) Following the decision taken at the last meeting, copies of the Executive Committee Minutes had been sent to all members of Central Committee. Dr. Potter referred to two matters arising from the Minutes that did not appear under other items of the present agenda.

i) Consultation with South African Churches. Letters had been sent to the nine member churches in South Africa and all had agreed to send a representative to the Central Committee. They would take a full share in the meeting with freedom to speak, on the invitation of the Chairman, but not to vote. Opportunity would be provided for informal consultations.

ii) China. In accordance with the request of the Executive Committee the staff had been working on the possibility of developing a better understanding of contemporary society in China. Close consultation was being maintained with members of the staff of the Lutheran World Federation and it was hoped that a small consultation of people specially involved could be arranged.

The Chairman thanked Dr. Potter for his presentation, and after a brief discussion it was agreed that the report of the General Secretary be received.

5. Chairman's Report

Copies of the Chairman's Report to Central Committee were circulated, and members were asked to let the Chairman have any comments they might wish to make on the points raised in it.

6. Arrangements for Central Committee

a) Programme. Mr. Barbey drew attention to the provisional programme for the meeting of Central Committee, copies of which had been circulated prior to the meeting. He called attention to one or two changes which had been made since the programme was circulated, and it was AGREED that the provisional programme as amended be approved.

b) Appointments to Sub-Committees and Groups. Copies of provisional lists of appointments to Sub-Committees and Groups were before the meeting. It was AGREED that membership of the Finance Committee should be added to the list of Committees. Attention was drawn to the difficulties of attendance of Unit Committee representatives at meetings of the Finance Committee due to the fact that these overlapped with the Unit Committee meetings. It was AGREED that general approval be given to the proposed appointments to Sub-Committees and Groups and that they be commended to Central Committee for adoption, subject to any changes necessitated in the light of actual attendances.

c) Worship. In presenting a brief report on worship arrangements Miss Webb referred to the difficulties arising from the fact that the Worship Committee appointed by the Executive Committee hardly met as a group and consultation had to be carried on by correspondence. The focal point for worship would be the 25th Anniversary Service at the Cathedral of St. Pierre on Sunday, August 26, and the Vigil preceding it on the evening of August 25. Miss Webb's report was supplemented by Rev. Rex Davis, who outlined the main features of the daily worship programme. Bible Studies would take place not in the Group meetings as originally planned but would form part of the programme for the Vigil on August 25. Some members of the Central Committee had agreed to visit Swiss churches on Sunday, August 26.

7. Membership

i) Union of two Member Churches. It was reported that the Congregational Church in England and Wales and the Presbyterian Church of England had united to form the United Reformed Church of England and Wales. Both uniting churches being members of the World Council no application

for membership on behalf of the new church was required. The Committee asked that a message of congratulation and good wishes be sent to the Officers of the United Reformed Church.

ii) Applications for Membership. It was AGREED that the Executive Committee recommend to Central Committee that the following applications for membership be accepted, these churches having accepted the Basis and satisfied the requirements of the Rules:

Church of Christ in Zaïre - Community of Light
Church of Christ in Zaïre - Mennonite Community in Zaïre
Gereja Kristen Protestan Simalungun, Indonesia (subject to satisfactory consultation with the Officers of the Lutheran World Federation).

iii) Application for Associate Membership. It was AGREED that the Executive Committee recommend to Central Committee that the application for Associate Membership of the Church of Christ in Zaïre - Episcopal Baptist Community in Africa be accepted, this Church having accepted the Basis and satisfied the requirements of the Rules.

iv) Japanese Orthodox Church. The Executive Committee adopted at Utrecht 1972 the following resolution on the application for membership of the Japanese Orthodox Church:

"1) that the Executive Committee recommends to the Central Committee that the Japanese Orthodox Church be received into the membership of the World Council of Churches but

2) that the General Secretary be instructed not to carry this recommendation to the present meeting of the Central Committee;

3) that the General Secretary be instructed to report this action to all the Eastern Orthodox member churches that they may have an opportunity to comment on the issue;

4) that a further report be presented by the General Secretary to the Executive Committee before the next meeting of the Central Committee. "

The General Secretary reported on the action taken in pursuance of paragraph (3) of the resolution. He had in particular visited both the Ecumenical Patriarch and the Patriarch of the Russian Orthodox Church and discussed the matter with them. No solution to the canonical problem was yet in sight.

After full discussion it was AGREED to reconfirm the recommendation to Central Committee that the application of the Japanese Orthodox Church for membership in the World

Council be accepted, this Church having accepted the Basis and fulfilled the conditions for membership. It was understood that membership in the Council would have no effect, positive or negative, on the canonical status of the Japanese Orthodox Church, which is a matter for the Eastern Orthodox Churches to decide in their own time and according to their own canonical procedures.

8. Future Meetings

1. Executive Committee

a) February 1974. In view of the present financial position it was agreed that the possibility of holding the February 1974 meeting in a Latin American country or in the Caribbean be not further pursued, and that the invitation received from the East German Churches to hold the meeting in East Germany be accepted. The date of the meeting will be February 18 - 22, but members were asked to reserve the week-end preceding the meeting for visits to churches in the DDR.

b) August 1974. It was recalled that it had been agreed at Bangalore to hold the August 1974 meeting in West Germany on August 7, immediately preceding the meeting of Central Committee.

c) February 1975. It was AGREED that the February 1975 meeting should be held in Geneva.

2. Central Committee

It was AGREED, with three abstentions, to recommend to Central Committee that the August 1974 meeting be held in West Berlin on August 8 - 18, on the invitation of the Church of Berlin-Brandenberg (West) extended on behalf of the Evangelical Church in West Germany.

9. Future of the New York Office

Dr. Potter said that in pursuance of the undertaking given at the Bangalore meeting, an examination of the work of the New York Office had been made by the Executive Committee for the US Conference and by a staff group in Geneva. It had been hoped that a report on the future of the Office could be presented to Central Committee at its present meeting but it had not been possible to finalise proposals in time. The general consensus was, however, that the New York Office should continue and that greater efforts be made to increase closer relations between Geneva and New York, and between the New York Office and the NCCCUSA. Mr. Johnson said that the Executive Committee

of the US Conference and the staff group in Geneva had come to substantially the same conclusions regarding the need to continue the New York Office and the functions which it should fulfil. It was expected that a final report, including recommendations regarding staff appointments, could be brought to the meeting of the Executive Committee in February. Meanwhile it was AGREED that the interim report on the future of the New York Office be received, and that the conclusions regarding the need to continue the office be affirmed.

10. Future of the Ecumenical Institute

Dr. Visser't Hooft presented the report of a special sub-committee on the future of the Ecumenical Institute. This committee had been set up by the Institute following a request made by the Executive Committee at its meeting in Auckland in February 1972. The report of the sub-committee had been presented to a joint meeting of the Board of the Ecumenical Institute and the Board of the Graduate School and had been revised in the light of the discussion there. The text now before the Committee had the full support of both Boards. After discussion it was AGREED -

that the Executive Committee approve in substance the report on the Future of the Ecumenical Institute and the recommendations contained therein, and forward it to the Central Committee for consideration and action, together with the following comments:

a) that representatives of the Unit Committees should be included in the proposed Board of the Ecumenical Institute (Report, Section B, paragraph 2);

b) that attention should be given to the possibility of making the work of the Institute known to the constituency in such a way as to encourage direct financial support;

c) that ways of ensuring closer collaboration with the Theological Education Fund be explored;

d) that the Executive Committee underline the importance of Section E of the report, dealing with Mobility, and suggest that the financial implications of implementing the proposals outlined should be examined.

In adopting the above resolution the Executive Committee recorded its appreciation of the work of the special sub-committee responsible for the preparation of the report.

11. WCC Remuneration System and Proposed Staff Rules

Dr. Potter and Dr. Alan Brash spoke to the following report on the remuneration system of the World Council:

"The remuneration structure of the WCC grew up gradually under pressure of circumstances over several decades. As the staff grew larger and circumstances changed, it was felt by Dr. Blake as General Secretary that there should be a professional review of the situation and a comprehensive up-to-date system devised. For this purpose he recommended the use of PA Management of Zürich. His recommendation was approved by the Executive Committee in Auckland, February 1972. The study was commenced in April 1972 and the report submitted to Dr. Philip Potter in March 1973. It has since been studied in detail by an internal group and its implications have been shared with staff. Some minor modifications have been proposed which do not alter the basic proposals of the PA Management Study but adapt it to the specific needs of this Organisation.

After a thorough investigation conducted by PA Management into the general employment conditions of the WCC, and in particular its salary structure, the report mentions a number of severe shortcomings which, among others, are:

- lack of an overall remuneration policy
- Staff Regulations are often based on a "class" oriented conception of the staff, which is contrary to the objectives of the WCC
- the relationship between basic salary and the supplement and allowance package is disproportionate
- there is too much room for arbitrary and subjective interpretation of the Staff Regulations, many rules not being defined well enough
- job content - grade relationship is often illogical, due to inaccurate job descriptions and the absence of uniform job-analysis
- the remuneration structure lacks motivational force and induces a relatively high level of dissatisfaction and consequently personnel turnover.

The proposed new structure therefore foresees a single salary scale, all posts of the Organisation being classified into 10 grades, each grade being divided into 10 steps. The grade of each staff member will depend on the classification of the post he/she holds and on his/her ability to perform functions that go with it. The basic salary of each staff member will relate in this way to the job content, allowances being abolished to a great extent. The remaining allowances will be the same for staff at all levels. The simultaneous introduction of a complete set of modern Staff Rules and Regulations will leave less room for arbitrary and subjective interpretation.

According to a first estimate, implementation of the new structure will bring an immediate increase of approximately 5% on the budget item for salaries. (Possible changes of

other items such as "Home Leave" and "installation grant" are not included in this figure.) However, in the long term there should be important advantages (decrease of turnover rate, reduction of arbitrary expenses, payment of just salaries, increased output due to motivational elements in the scheme, etc.). "

Draft proposals for Staff Rules based on the report by PA Management had been prepared and were now before the Committee for consideration. After a long discussion during which a number of questions of principle and detail were raised, the following sub-committee was authorised to revise the proposed Staff Rules in the light of the discussion for presentation to Central Committee:

Dr. R.J. Marshall (Convenor), Mr. J.V. Faune, Dr. E.A. Payne and General T.B. Simatupang, with the General Secretary and Dr. Brash.

It was proposed by Dr. Marshall, seconded and AGREED -

a) that the Executive Committee request the General Secretary to develop a salary scale in accord with the principles expressed in the proposed Staff Rules (Chapter II, Section 2) and to put this salary scale into effect by January 1974;

b) that the Executive Committee recommend that the Central Committee approve the proposed Staff Rules in principle and request the Executive Committee to take action on approval of the Rules at its meeting in February 1974;

c) that the above recommendations be presented to Central Committee after the advice of the Finance Committee regarding the financial implications of paragraph (a) above has been secured.

12. Report of Finance Sub-Committee

Lord March regretted it was again not possible to present other than a gloomy picture of the financial situation. The outlook was poor owing to factors entirely outside our control including (a) the rate of inflation, (b) the world monetary crisis, (c) the possibility of a general world recession, and (d) the financial difficulties currently being experienced by some of the major church contributors to the Council. The Finance Committee of Central Committee would be discussing possible alternative ways of meeting the situation. Among these were possible economies in staff and programmes, a request to member churches for further contributions before 1975 on account of the present inflation, new methods of fund-raising, the use of exchange profits, and the sale of assets such as land investments. None of these courses would be easy, and in some cases might even be unwise. What was clear was that no financial expansion could be contemplated by the present meeting and

this should be made very clear to the Unit Committees. The need for further economies before the next Assembly could not be dismissed and would have to be taken into account by both the Finance Sub-Committee and the Priorities Sub-Committee. There would probably be no deficit on the 1973 budget provided one or two anticipated contributions actually came to hand. The deficit for 1974 was likely to exceed the special resources arising from German contributions and donations secured by Dr. Blake. By 1975 there might well be a deficit of SFr 1,300,000 if no change in the situation took place. The question of the necessity of raising additional finances for the next Assembly must also be borne in mind.

Dr. Potter said the staff fully realised the serious financial position, due to circumstances beyond our control. They had rallied round magnificently and done everything possible to make significant economies, including the renunciation of the annual cost-of-living increase to which reference had already been made. The reductions in staff, the failure to fill existing vacancies and the additional work arising from Assembly preparations were already imposing considerable burdens on the staff. If the work of the Council was to continue at the present level, and if we were to do an adequate job of preparation for the Assembly, we could not sustain further cuts in staff without crippling the whole organisation. It was essential that the member churches be aware of our predicament.

13. Priorities Sub-Committee

Dr. Potter said that there were one or two matters which he felt it would be advisable for the Priorities Sub-Committee of the Executive Committee to consider before they were remitted to the Priorities Committee of Central Committee. It was agreed that in view of the shortage of time a meeting of the Priorities Committee should be held on August 19 with freedom to report direct to the Priorities Committee of Central Committee.

14. Report of Staffing and Nominations Sub-Committee

The report of the Staffing and Nominations Sub-Committee was approved in closed session and is circulated separately to members of the Executive Committee.

In receiving the report the Committee noted with special appreciation the long service rendered to the Council by Mr. Alan Haigh who would be retiring in September 1973 after service in finance and administration since 1947. The Committee also noted that Miss Sigrid Morden would be leaving the service of the Council in October 1973 after a period of service in London to the Commission on Faith and Order and the World Council of Churches dating from her appointment as secretary to Dr. William Paton .

It was suggested that the General Secretary should write to Miss Morden expressing thanks and appreciation to her on behalf of the Council.

15. Public Statements

Dr. Visser't Hooft drew attention to the confusion that often arose in the constituency as to the authority of statements appearing in the press by members of the staff or by consultations or conferences under the auspices of one or other of the Units of the Council. It was suggested that some clear indication was needed of the status of such statements and particularly as to when they should be regarded as official statements on behalf of the World Council of Churches. It was AGREED that the General Secretary look into the matter and report next February.